

*Fall Issue*

# The C.A.U.T. *Bulletin*

A Publication

Of The

CANADIAN ASSOCIATION

OF

UNIVERSITY TEACHERS

VOLUME 7 NUMBER 1  
OCTOBER 1958

## C.A.U.T. MEMBER ASSOCIATIONS

<i>ASSOCIATION</i>	<i>Membership</i>	<i>President</i>	<i>Secretary</i>
Victoria .....	46	G. G. McOrmond	F. Martens
U.B.C. ....	524	A. W. R. Carrothers	S. M. Boyles
Alberta .....	180	A. T. Elder	B. E. Riedel
Saskatchewan .....	204	B. W. Currie	D. R. Cherry
Brandon .....	15	W. D. Smith	R. L. Bennett
United .....	28	K. W. McNaught	W. A. Packer
Manitoba .....	227	W. G. Stobie	Elizabeth Feniak
Western .....	120	R. G. E. Murray	D. R. Ladd
Waterloo .....	28	G. Adams	A. B. Little
McMaster .....	104	J. E. L. Graham	H. A. Wood
O.A.C. ....	169	J. Douglas	R. W. Irwin
O.V.C. ....	50	J. P. Gilman	L. Lord
Toronto .....	460	C. R. Myers	R. M. Baxter
Queen's .....	260	H. M. Estall	C. H. R. Campling
Carleton .....	42	Pauline Jewett	J. Hart
Montreal .....	175	L. Piche	J. Henripin
McGill .....	309	E. M. Counsell	P. F. McCullagh
Sir Geo. Wms. ....	35	S. Madras	J. P. Petolas
Bishop's .....	18	A. W. Preston	A. J. Motyer
Laval .....	159	G. Filteau	Is-P. Amiot
U.N.B. ....	63	W. S. MacNutt	A. L. McAllister
Mt. Allison .....	56	L. A. Duchemin	I. L. Campbell
Acadia .....	23	N. H. Morse	P. G. Cornell
St. F. X. ....	28	L. P. Chiasson	E. Monahan
Dalhousie .....	31	A. D. MacDonald	H. F. Aikens
Memorial .....	47	T. C. Noel	D. M. Young
26 Units .....	3401 People:	Potential Membership 4383	

*Fall Issue*

# The C. A. U. T. *Bulletin*

*A publication of*

THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

---

Volume 7

October 1958

Number 1

---

**EDITORIAL  
BOARD  
1958-59**

F. S. HOWES, *Editor-in-Chief*  
J. W. BOYES  
H. G. FILES  
J. R. MALLORY

## TABLE OF CONTENTS

	<i>Page</i>
Changing The Guard — An Editorial . . . . .	2
Two Cents a Day — An Editorial . . . . .	3
The Future of The Bulletin — An Editorial . . . . .	4
To Retire or Not To Retire — An Editorial . . . . .	5
Salary Information . . . . .	5
The Faculty Association and The Administration — W. P. Thompson . . . . .	6
To Whom It May Concern . . . . .	9
Report of The President — H. W. McCready . . . . .	10
McGill Amends Retirement Regulation . . . . .	13
Equity Plans for Pension Purposes . . . . .	17
News Items . . . . .	20

---

Published four times a year. Subscription Rate: 1 year for \$2.00  
Secretary of CAUT Professor George H. Boyes, University of Manitoba,  
Winnipeg, Man.

*Editorial Office:* Room 450, Dawson Hall, McGill University, Montreal, P.Q.  
*Advertising Office:* Suite 611, 1030 St. Alexander St., Montreal, P.Q.  
Telephone: UNiversity 6-1812.

Printed by Quality Press Limited, 1030 St. Alexander St., Montreal.

## CHANGING THE GUARD

### *An Editorial*

At the Annual Business Meeting of the C.A.U.T. in Edmonton on June 10, the three officers on whom the burden of the Association's affairs has fallen for the past two years, Professors McCready, Lane, and McIvor, retired from office. It is right that they should have the warmest thanks of us all for a period of office of great distinction and signal achievement. An association of over three thousand members which relies for the conduct of its business on the part-time efforts of unpaid officers exacts a heavy toll from the time and energy of conscientious men.

The achievements of the past two years have been substantial. The activities of the Association have vastly increased. In internal affairs the flow of useful information to all local associations has become a steady and invigorating stream, while at the same time the number of local associations has risen to twenty-six. As our representation of the profession has become general and effective, we have had growing responsibilities thrust on us in our external relations. Much of the time of the officers is now taken in representing the interests of the Association to government, and to other organizations, as well as the proliferation of special bodies which have sprung up in response to a general feeling that there is some kind of crisis in education.

The new officers at the University of Manitoba are Professor C. L. Barber, President; Professor G. H. Boyes, Secretary; and Professor L. H. Shebeski, Treasurer. They assume office at a time when the star of C.A.U.T. is rising. Their first task will be to put our affairs on a more permanent basis with the establishment of a National Office; their second to pick up the complex strands of administration from their predecessors. It is a heavy responsibility they have assumed. We are confident that they will attack it with energy and enthusiasm and we wish them well.

## TWO CENTS A DAY

### *An Editorial*

Our strong support in past issues of the Bulletin for the National Office project did not spring from any special conviction that a full-time, paid secretary is inherently superior to a part-time, volunteer secretary. Nor did we imagine that the setting up of an office in Ottawa would automatically solve all our problems. We supported the concept of a fully professional type of organization for the simple reason that for the C.A.U.T., the amateur, voluntary arrangement had become impossible. In seven short years we had outgrown it.

In seven years, 3400 full-time university teachers (78% of the total number in Canada), had formed themselves into 26 local associations and brought into being a national body, the parts of which are distributed over 3000 miles from St. John's to Victoria. Voluntary effort brought us this far, but to maintain the momentum of the movement, it was obviously necessary to change to full-time staff. Fortunately this fact was recognized and accepted by every association affiliated with C.A.U.T., and it has now been approved by the Annual Meeting of the Association. Thus, on paper, we have already made the change, but we still have to find a suitable person for the job; we still have to rent an office, furnish and staff it and, God help us, get the money to pay for it.

And this is where you come in. At the Annual Meeting, the dues were raised from \$3 to \$7 per local member, per year, beginning November 1, 1958. The amount is not large — about two cents a day. In fact when we mentioned it to a railway friend of ours, he muttered something that sounded like "peanuts". It appears that he pays that much each month! Possibly the parable of the Talents has some relevancy here, but then again, perhaps not. In any case, when your local secretary sends you the bill for Association dues later on this month, you just send it right back to him — with cheque attached.

The executive officers of the association have been instructed to go ahead — to lease office space, hire staff, appoint a Secretary, purchase furniture — files, desks, typewriter etc. These commitments must be supported by a bank account which we individually and collectively must provide. October and November are the critical months. May we suggest that each local member pay his dues promptly and that each local Treasurer forward his association's quota to the National Treasurer just as soon as possible. We've given the new executive a big job to do. They have accepted the responsibility on the assumption that they will have our complete support. Let's not let them down.

## THE FUTURE OF THE BULLETIN

### *An Editorial*

This session, there will be four issues of the Bulletin—October, December, February, and April. Theoretically at least each issue will appear on the first of the designated month, and in each we will try to give most space to a particular topic. Thus the present issue contains information about decisions taken at the June meetings. In December, we will present as much salary information as we have managed to obtain by November 1, when we go to press. In February, we shall concentrate on the state of the nation — educationally speaking, and although April is income tax month, we are more likely to be talking about June meetings again in that last issue of the academic year.

To produce four issues (even though each is smaller than those we have published this past year) will require that we have a good deal more material at our disposal than we have ever managed to coax from people in the past. It has been suggested that each local should appoint a Bulletin representative who would be responsible for sending in material for the Editor's consideration. We are all for



it, but may we suggest to you who started to read this page and are still with us, that if you have anything to say to your professional colleagues, please send it in directly to us. Write a letter if you wish, or an article (not more than 1500 words). We will be delighted to consider it for publication in the Bulletin.

## **TO RETIRE OR NOT TO RETIRE**

### ***An Editorial***

Elsewhere in this issue we have reproduced a recent amendment to the tenure Regulations of McGill University. This amendment springs from recommendations submitted to the University authorities in 1956 by the McGill Association's Committee on Retirement under the chairmanship of Professor H. D. Woods.

Since 1956, a good deal of negotiation has gone on in connection with these proposals. The McGill people seem to be rather pleased with the final outcome, and will no doubt be happy if others find these ideas useful.

Like most amendments to constitutions, this one took a long time, but the McGill experience seems to indicate that if we are prepared to do a real job of work and not take no for an answer, the administration will eventually grant what we ask for or some near approximation to it. Which is not unreasonable considering that they thereby obtain the solution to an important administrative problem without the expenditure of much administrative effort.

## **SALARY INFORMATION**

The Dominion Bureau of Statistics publication "Salaries and Qualifications of Teachers in Universities and Colleges, 1957-58" will be available by October 1st. It is bilingual, comprises 74 pages and costs \$1.00. Remittance should be made payable to the Receiver General of Canada and the publication ordered from D.B.S. Publication Distribution Section.

## **THE FACULTY ASSOCIATION AND THE ADMINISTRATION**

**W. P. Thompson**

**President, University of Saskatchewan.**

The editor has asked for an account of my experience in dealing with the faculty association of the University of Saskatchewan. Since this journal is the national organ of the Canadian faculty associations, one may suspect that he has heard favorable reports of the relationships which exist here. If so, the reports are correct, as the following notes will show.

In 1945, four years before becoming president, I served as chairman of a committee which was set up by the governing bodies of the University to study its constitution and organization, its administrative practices, and the powers and duties of its chief administrative officers. One of the numerous recommendations of the committee was that the faculty should be invited to elect a small faculty-relations committee "to consider any particular or general grievance of the members of the staff or anything affecting the welfare of the staff and, when it thinks proper, to interview the president and on occasion the Board of Governors, concerning such matters." It was also recommended that the board officially recognize that committee as the body representing the staff. The faculty-relations committee functioned for some years in a manner somewhat similar to that of the executive of the present faculty association, and, with the approval of the administration and governors, was readily transformed into the association.

Thus the faculty association originated under favorable conditions and has been welcomed and encouraged from the beginning. It must be admitted that some members of the board were very uneasy at the prospect of having to deal with a "professors' union" and at the attitude of the faculty which, in their opinion, was indicated by the establishment of the "union". But the uneasiness has disappeared, largely, no doubt, because of the good judgment and helpfulness of the association's representatives.

When a faculty is small and other conditions are favorable, the transactions between administration and faculty may be conducted satisfactorily on an informal and largely personal basis. But with in-



creasing size of faculty and under certain other conditions such procedures are likely to be unsatisfactory. A president's impression of the views of the faculty is likely to be based on rumor, on conversations with the few with whom he is most closely associated, or on representations of the more outspoken members. Since the president is normally the faculty's channel of communication with the board, he often needs, for the proper discharge of his duties as well as for his own protection, an accurate and formal expression of faculty opinion which he can transmit. There should be no question of whether, through inadvertance or otherwise, he gives the board an incorrect impression of faculty views. Debate within an organized faculty, necessary to reach a formal expression of at least majority opinion, is often useful in itself.

The organization of universities may give rise to an unhealthy feeling on the part of some faculty members that faculty and board are necessarily in opposition to each other — that they are natural enemies. But it has been my experience as a member of both bodies that in most matters of general concern the two are in fundamental agreement, although the board may be unable for lack of resources to do what the faculty wishes. The better the machinery for making the views and attitudes and difficulties of each known to the other, as well as for making them personally acquainted with each other, the less ground there is for a feeling of opposition. Of course individual faculty members, especially those with extreme views or with pet schemes to promote, are likely to find themselves in disagreement with the board; they are likely to be in disagreement with other faculty members.

The most frequent subject of communication between the faculty association and the board has of course been salaries. Formerly representatives of the faculty expressed their requests to the president or to a committee of the board who were content to listen, and later the decision of the board was made known. But that is not sufficient. There should be full discussion with a flow of information in both directions, with question, answer, and argument — all of which may, if you wish, be called "informal, voluntary, collective bargaining". That kind of discussion takes place in friendly fashion, though not without freely expressed differences of opinion, when our association's representatives meet the board's representatives around a table. Each group has frequently expressed appreciation of the courtesy and helpful attitude of the other. So far it has always been possible, though sometimes only after several meetings, to reach agreement on the recommendations

which each group would make to its principals. And those recommendations have always been accepted.

The faculty association is given representation, usually through its chairman, in as many regular administrative procedures as possible. For example the chairman is always a member of the committee which recommends travel grants to individual members. He is also a member of the important central committee on promotions and special individual salary increments. Recommendations for promotion reach that committee from departmental committees (including in each case president and dean), and it is the function of the central committee to see that, as far as possible promotions throughout the University are made on a similar basis. The presence of the chairman of the faculty association on the central committee is designed to give the faculty some assurance that promotions are made as fairly as possible.

We have had very little experience with the type of case for which, in part, the original faculty-relations committee was established — the case in which a faculty member feels that he has been unfairly treated and has been unable to obtain redress. (Of course there are enough cases in which the member comes directly to me without going to the association). But I can recall only one case which the association discussed with me, although of course they may have been called upon to deal with other cases and may have handled them without finding it necessary to bring them to my attention. At any rate the existence of a properly constituted association to investigate such cases is a good thing for both the member and the administration.

We are fortunate also in the rarity of cases in which action is contemplated by administration or board, which might adversely affect the position, status or prestige of a faculty member. In those rare cases the chairman of the association has been kept fully informed and has been invited to express his opinion. If a committee of investigation is established whose recommendation might adversely affect a member, the chairman is invited to serve as a member. And his presence may give assurance, if any is needed, that the interests of the member are properly safeguarded.

From time to time the advice or assistance of the executive of the association is requested in regard to miscellaneous problems which may be quite important. For example they were invited to express their views on the regulations which should govern the length of the formal

vacation period. They were asked by the board to make a study of the difficult and complicated question of professional work for bodies outside the University and to suggest regulations in regard to such work. In general it is helpful for a president to be able to discuss non-academic problems with a representative in whom the faculty have shown their full confidence by electing him chairman of the faculty association.

While it is important that the board and administration consider sympathetically the problems and views of the faculty as expressed through their association and that they use the officers of the association as much as possible in administrative procedures, it is equally important that the officers of the association make a serious and sympathetic effort to understand the problems and difficulties and opinions of the board and administration. It is therefore essential for the best relationships and the greatest effectiveness and usefulness of the association that the faculty exercise care in the election of officers. This does not mean the election of officers who will not stand up firmly for their opinions but it does mean ones who will inspire confidence in their good judgment and moderation.

In addition the officers and particularly the chairman should be prepared to take part in activities in which they may incur the criticism of some of their colleagues. And they should be prepared at times to express opinions and to make decisions without going back to the faculty for instructions. It should be understood that in some matters they have the authority to make decisions and express opinions. If they regard themselves at all times as only mouthpieces for transmitting the already formulated decisions of the faculty, they will restrict their usefulness both to the faculty and to the administration, for they can be helpful in affairs which should not be reported in full to the faculty or at a stage when they should not be so reported.

## **TO WHOM IT MAY CONCERN**

The Federal Council of University Staff Associations of Australia, at its annual meeting in August, resolved that:

“The Federal Council expresses the view that the enquiries by the University of Tasmania resulting in Professor Orr’s summary dismissal were not properly conducted, were not of a kind befitting the proper relationship between a university and a member of its academic staff, and denied Professor Orr natural justice.”

## **REPORT OF THE PRESIDENT**

**to the**

**7th Annual Meeting of the C.A.U.T., June 10, 1958  
University of Alberta, Edmonton**

I have pleasure in reporting to the membership of the CAUT on the progress of the association in the year 1957-58 of which this meeting marks the conclusion. A year ago at the General Meeting in Ottawa it was appropriate to deal in this report with those important changes and improvements which had then lately taken place in our professional environment — the establishment of the Canada Council, the N.C.C.U.'s Conference on Canada's Crisis in Higher Education, the doubling of the Federal Grant to universities and colleges, and the Preliminary Report of the Gordon Commission. The twelve months since then has not, I would say, produced developments of similar significance in Canada's academic picture and this year's report therefore deals with "internal" or "domestic" matters. Even so the year now concluded has been, I think, one of considerable importance in the development of our Association and of the university teaching profession. The CAUT has continued to prosper and some decisions of great moment have been taken.

Three new staff associations have joined our ranks in the past year — at Victoria College, Victoria, B.C., at Waterloo College, Kitchener, Ont., and at Mount Allison University, Sackville, N.B. — and their affiliation brings us at the end of our seventh year to a total of 26 associations. Our membership in terms of individual university teachers now stands at slightly more than 3,400 — an impressive total when you recall that the CAUT started virtually from scratch in 1951. It is even more impressive when one notes that, according to the latest figures of the Dominion Bureau of Statistics, there are, in all 56 institutions included in the DBS list of Canadian colleges and universities, a national total of 4,383 full-time teachers. If we take this figure as our potential membership — and surely it is the upper limit — then the CAUT already includes within its ranks nearly 78% of all the university teachers in the country. This is, at the close of only seven years of development, an achievement of which we may be proud indeed. We may legitimately and even emphatically claim that our Association represents the university teaching profession in Canada and that it speaks for it without fear of rival or contradiction.



We have, indeed, endeavoured to speak for the university teachers of the country in a number of ways during the past year. The officers and others appointed for the purpose by the Council or by the officers have represented the CAUT in dealing with several organizations and authorities including the Federal Government, a number of provincial governments, the National Conference of Canadian Universities, the National Federation of Canadian University Students, the American Association of University Professors and so on. The Association had a share in the planning and preparation of the Canadian Conference on Education which met in Ottawa in February last; it has been invited to represent the university teachers of Canada at the September meetings of the Association of the Universities of the British Commonwealth and at the Brussels Conference of the International Association of University Professors and Lecturers.

(The report then referred to the work of standing committees of the Association, and to the two meetings of the Executive Council — one on November 24, 1957 — and the meetings immediately preceding the Annual business meeting. At the latter there had been three distinguished guests — Professor J. L. Montrose, Queen's University, Belfast, from the AUT of the United Kingdom, Dr. E. F. Sheffield, formerly Head of the Education Division of DBS and now Head of the Research Department of NCCU, and Mr. Ralph Mitchener, Chief of the Higher Education Section, DBS).

The major items of business and of decision at both these council meetings of the past year was the Head Office project and it is to that matter that I wish to turn here. It would appear that we are now at long last, within sight of a permanent Head Office for the CAUT. I say at long last, for, as you probably know, the idea is almost as old as the Association itself: from the very beginning in 1951 it has been talked about as a possibility and a goal. Increasingly as time has passed it has been discussed as a serious and pressing need. The first concrete step in its direction was not, however, taken until June, 1956 when the Executive Council asked the local associations to pass judgment on the project in principle. By June of 1957, the great majority of the staff associations then affiliated with the CAUT had given their approval and none had objected. The Council proceeded, therefore, to take a second major step in the direction of a permanent Head Office: resolutions were passed setting September, 1959, as the target date for the organization of the Office, an executive secretary was specified (rather than an executive

director or a stenographer-secretary) and the Officers were instructed to set up a committee to report on the duties and functions of the Office and on the fee that would become necessary in order to finance it.

(The report then dealt in greater detail with the steps which followed, which have been reported or appear elsewhere in the Bulletin: the report of Professor Donnelly's committee, the decision to adopt Plan B with a full-time executive secretary, the decision of Council to recommend a \$7.00 fee beginning November 1, 1958, the setting of September 1, 1959, as the target date for setting up the office, and the decision that it should be located in Ottawa.)

One further step in the development of the Head Office project must be reported at this point. Following the distribution of the brochure the Officers thought it wise to prepare the way for this meeting tonight by presenting each local association with the opportunity of declaring itself on the Head Office project so that we might have some notion of the state of local opinion. We therefore asked each affiliated association to vote on a draft resolution which was focused on the \$7.00 fee. I am happy to be able to report to you that of the 25 staff associations which were invited to declare themselves in this referendum, 24 approved it and none opposed it. In no case was the vote even close; though, it must be added, in few cases was the vote heavy. I think we may say, nevertheless, that the project has virtually undivided support and that we may proceed with both plans and action. No doubt this great forward stride in the evolution of the CAUT's organization will hold a high priority in the activities of the Association's new group of officers.

(The report then referred to the 14% improvement in academic salaries in the year 1957-58, and anticipated that the "economic recovery" of the profession was not yet at an end).

It must be noted, however, that the universities and colleges of one part of the country lag far behind the rest in this regard. Faculty salaries in the Maritimes are still, despite the increases granted this past year, 21% lower than those prevailing in Ontario and almost as far behind those paid elsewhere in the country. The situation of our Maritime colleagues was the subject of a CAUT survey and report last Autumn, but it is obvious that the continuing differentials that afflict university teachers in maritime institutions must remain a matter of grave concern to the Association.



(The President then referred to the Council Meetings just concluded, on which he hoped full reports would be made to local associations by their delegates. He hoped that the reports there received would be carefully studied by local associations when they are received or published in the Bulletin. A number of matters had been decided including the following: a decision to seek the cooperation of N.C.C.U. with regard to the income tax inequities of the university teacher; to prepare a brief for submission to appropriate authorities on the need for financial aid to higher education; to consult with N.C.C.U. over the possibility of including equity funds in pension plans; and to increase the Bulletin from two to four issues per year).

With this meeting tonight I conclude my term as president of our Association and I wish, in closing this report, to say a final and hearty word of thanks to a great many people who have helped make my two years in office agreeable and in some respects, I hope, profitable. I must mention especially the two past-presidents of the CAUT, Professors F. S. Howes (McGill) and V. C. Fowke (Saskatchewan) who have been unfailing and unstinting in help and advice; the members of the Executive Council and of the standing committees who took over a great many duties that otherwise would have fallen to me; and especially my colleagues at McMaster University, Professor N. D. Lane and R. C. McIvor, who as Secretary and Treasurer, shouldered a large part of the day-to-day duties of conducting the Association's business. To these men in particular and to many, many more I give my thanks for their services.

## **McGill University**

### **AMENDMENT TO TENURE REGULATIONS REGARDING RETIREMENT AGE OF FULL-TIME TEACHING STAFF**

(Approved by the Board of Governors, April 21, 1958)

#### **1. Pension Rights**

The Board of Governors undertakes, in the case of all persons who have continuously been members of the full-time staff (teaching and non-teaching) since June 1st, 1942, to pay when such persons reach the age of retirement, an annual supplementary sum which, when added to the sum 'earned' by the individual under the contributory pension plan,

will provide an annual pension equal to one-sixtieth of the average salary during the last five years of service multiplied by the number of consecutive years of full-time service to the University, with a maximum of 50% of the final year's salary. Such a supplementary amount has normally been paid, since 1943, as an ex-gratia pension. It now becomes a certainty on which each individual can count in making his personal plans.

## **2. The Statutory Date of Retirement for all members of the full-time staff is at the end of the academic session in which the individual reaches the age of 65.**

- a. No individual can continue to hold any administrative post after this date.
- b. The supplementary sum, if any, to be contributed by the University to the individual's pension, described in paragraph (1) above will be calculated at this date — and will not increase or diminish as a result of subsequent employment. This contribution will not, however, be paid until the individual terminates his full-time employment.
- c. The annuity contract will, however, be carried on, with contributions from the individual and the University, in the case of all persons who continue in full-time employment after 65 — so that the amount of 'earned' pension will increase in such cases.

## **3. A Five-Year Experiment**

For a period beginning on January 1st, 1958, i. e. to cover members of the full-time teaching staff who reach the age of 65 during the 1957-58 academic session and ending on August 31st, 1962, the following policy will be tried out on an experimental basis, and the whole matter will be reviewed by the Board of Governors, in the light of five years' experience, in the Spring of 1962.

- a. Any full-time member of the teaching staff who wishes his employment to terminate at the end of the session in which he attains the age of 65 (or who would like to continue on a part-time basis only) must give notice to that effect to the Secretary of the Board of Governors through the Dean of his Faculty prior to the end of the session in which he reaches the age of 63.
  - i. In the case of individuals who reach the age of 65 prior to August 31st, 1959, such notice must be given prior to December 31st, 1957.

- b. Where no such notice is given, it will be assumed that the individual wishes to continue his full-time service to the University until the end of the session in which he reaches the age of 68.
- c. The Standing Committee on Retirements, composed of two members of the academic staff appointed by the Principal and two elected by the Senate shall be set up, the individual members being selected so that none of them reaches the age of 65 prior to August 31st, 1964, and, so far as can now be foreseen, in the expectation that all of them will continue to serve on the committee until August 31st, 1962. The Committee, when constituted, shall elect its own Chairman from among its members.
- d. The Secretary of the Board of Governors shall inform the Standing Committee at the beginning of each session of the names of staff members who will reach the age of 64 during that session, and who have not indicated (under paragraph (a) above) that they wish to retire at 65 or be considered for a part-time appointment. The Standing Committee shall infer that, in all such cases, the staff member wishes to continue his full-time appointment to age 68, and the Standing Committee shall be required, during the session in which such a full-time member of the teaching staff reaches the age of 64, to review his record and potentialities. It shall obtain a medical report from a physician appointed for that purpose by the University, and shall decide whether, from the point of view of the staff member's health and physical condition, it is in his best interests to continue on a full-time basis. Similarly, it shall consult with the Dean of the Faculty concerned, the Chairman of the Department (or Director of the School) and the staff member involved. It shall be free to seek information from any other source which it considers to be useful, in assessing the desirability to the University of having the staff member continue to age 68.

The Standing Committee shall inform itself as to whether at the time of its investigation :

- (A) The individual is a good teacher who can be expected to carry the full normal load of responsibilities in a manner consistent with the best traditions of the University.
- (B) The staff member is alert to current research Scholarship and recent developments in his field.

- (C) There is, on overall appraisal, a definite advantage to the University in the staff member's continuing to age 68.

After reviewing all the evidence, the Committee shall transmit to the Principal, for submission to the Board of Governors, a written report on each individual stating either that he should continue until the age of 68, or that in the interest of the University or his own interest, he should retire at 65. When the Committee is divided, both majority and minority reports must be presented in writing.

- i. In the case of all members of the full-time teaching staff who attain the age of 65 prior to August 31st, 1958, this report shall be presented to the Principal prior to January 31st, 1958.
  - e. In those cases where the individual would like to be appointed after the age of 65, on a part-time (but not a full-time) basis, the proposal shall first be studied by the Chairman of the Department (or Director of the School) and the Dean of the Faculty, to decide whether the budget of the Department, the pattern of its work, and the size of its establishment permit of a part-time appointment. In those cases where such an appointment is recommended by the Dean, after such consultation, the individual shall be required to undergo a medical examination, but no further review of the kind outlined in paragraph (d) is necessary.
  - f. In the case of any member of the full-time teaching staff between the ages of 65 and 68, the Committee shall be required to review its earlier decision, and obtain a new medical report (as well as other relevant information) whenever the Dean of the Faculty of the Chairman of the Department reports to the Principal that the individual is no longer able to carry satisfactorily a full-time teaching schedule. The decision after such review shall be sent to the Principal in writing, for transmission to the Board of Governors, with majority and minority reports if necessary.
4. No change is at present proposed in the regulations governing retirement of part-time teaching staff or non-teaching staff.

## **CAUT PENSION POLICY COMMITTEE REPORT ON EQUITY PLANS FOR PENSION PURPOSES**

It is widely felt that the risk of depreciation of fixed amount annuities inherent in the possibility of progressive inflation should be diminished by investing a certain portion of the money spent on the purchase of a pension in some equity fund. The aim of such a scheme is to achieve greater stability in the purchasing power of retirement income rather than impressive capital gains. As of now, spring 1958, no Canadian university pension plan, with the exception of that of the University of British Columbia, contains provisions for this form of investment and it was with a view to making suggestions for the inclusion of such investment possibilities in university pension plans that this committee has given some consideration to the questions involved. These considerations were based on three proposals by particular investment companies, two of which were drawn up specifically at our request. In the following we formulate the opinions we have arrived at concerning the general principle of providing equity investment opportunities as part of pension plans without, however, giving a detailed analysis of the costs involved.

(1) Whilst it is true that even now any private person can make tax-exempt pension savings through the medium of investment companies, up to the legal limit of total pension contributions of 10% of his income in any year, there are a number of advantages in having the possibility of such investments incorporated into the university pension plans — possible reduction of acquisition and operating costs, protection of the planned pension itself against depreciation at no additional cost to the participant and relief of the individual of the necessity to make his own investment decisions.

(2) The most desirable action in this field would be the formation of a Canadian University Teachers' Equity Fund. Such a fund might be established jointly by all Canadian universities, possible under the sponsorship of the C.A.U.T. or N.C.C.U., who would decide through which company the investments were to be made. The Fund would acquire the status of an agent for that company, handle the pension investments each university would make at regular intervals on behalf of the participants in its pension plan and make the pension payments to retired university personnel which would result from these invest-



ments. Such a plan would be similar in principle to the T.I.A.A. - C.R.E.F. arrangement but would be designed to be used in conjunction with the existing pension plans in Canadian universities. It would broaden the present plans by providing the opportunity for investing in equities a portion of the payments into an individual's pension fund whilst the remaining part would continue to be invested as under existing plans.

(3) If it should be impossible to bring about the necessary co-operation for the establishment of such a Fund on a national scale, there would be these alternatives: either a smaller group of universities could enter jointly, or some universities could enter individually into an investment contract with one of the firms that operate in this field, thereby providing at least for their own staff members the opportunity to have some of their pension capital invested in equities. In the first case, a corporate trustee should be set up by the participating universities whilst in the second case the university itself would handle the investment payments to each individual.

(4) In either case under (3) it would seem most desirable that no steps be taken by any group of universities or any individual university which might prejudice the eventual establishment of a common Fund in which all universities could participate. Thus, if a pioneering group of universities decides to set up such a Fund, the Fund's charter should provide the possibility for other universities to join the Fund at a later date, and in the case of individual universities making their own arrangements with investment companies it would be useful if, on the basis of consultations between the universities concerned, these arrangements could all be made with the same company.

(5) Whichever of the three possibilities indicated above is chosen the following general features are suggested for any equity part of a university pension plan:

- (i) The participation in the equity plan should be optional for the individual.
- (ii) The decision as to the amount of the total (i. e., the individual's and the university's) pension contribution which is to be invested in equities should rest with the individual within the limits that the university might specify and subject to the approval of the Department of National Revenue.



- (iii) Any pension contribution, whether invested in a fixed annuity or in equities, should be fully vested in the individual immediately.
- (iv) It should be possible for the individual to invest, through the plan, more money than his compulsory pension contribution. As in the case of private plans, contributions for any taxation year should be accepted up to the latest date permissible for income tax purposes.
- (v) Provisions should be made to ensure that no individual is forced to cash his share at a specific time when the stock market might be low. This can be achieved through some kind of gradual withdrawal plan which should be set up to be as flexible as any such plan offered to a private individual by an investment company.

Respectfully submitted — R. W. Thompson (Chairman)  
B. Banaschewski  
D. Davidson  
H. W. Lang  
C. C. Potter

May 28, 1958

## NEWS ITEMS

### *Resolutions Brought Forward from the Executive Council to the Annual Meeting*

(a) It was moved by Professor Boyes (Manitoba), seconded by Professor P. Smith (Saskatchewan), that the proposal of the Executive Council to increase the C.A.U.T. membership fee from \$3 to \$7 per annum for the support of the projected head office be approved, and that the new fee be effective beginning November 1, 1958. *Carried.*

(b) It was moved by Professor Counsell (McGill), seconded by Professor Graham (McMaster), that, in view of the fact that the vote of the local associations was overwhelmingly in favour of the establishment of a permanent head office for the Association, the Executive Officers of the Association should start as soon as possible to implement the Plan for the establishment of the national head office of the C.A.U.T. in Ottawa, and should report the action taken to the Executive Council at its next meeting. *Carried.*

(c) It was moved by Professor Gainer (Alberta), seconded by Professor Elder (Alberta) that the secretary of the C.A.U.T. forward the following telegram to the Prime Minister of Canada :

"In its submission to the Royal Commission on Canada's Economic Prospects, the Canadian Association of University Teachers made the following recommendation.

'That, since it is ordinarily assumed that the scholarship function of the Canada Council will apply primarily, if not exclusively, at the level of post-graduate training, the Federal Government give careful consideration to the complementary need for undergraduate scholarships with a view to the early establishment of greatly extended financial assistance at this level of higher education.'

"The Canadian Association of University Teachers at its annual meeting in Edmonton, June 10th, 1958, wishes to reaffirm this recommendation, and accordingly express its strong support of the program of financial assistance to university students announced on behalf of the government in Saskatoon on March 14th. The Association urges that such a program be commenced at the earliest possible date so that the benefits of the scheme to qualifying students will not be longer delayed." *Carried.*

(d) It was moved by Professor Slater (Queen's), seconded by Professor Myers (Toronto) that the secretary of the C.A.U.T. forward the following telegram to the Prime Minister of Canada :

"The Canadian Association of University Teachers, representing over 3400 faculty members in 26 Canadian universities and colleges, at its Annual Meeting in Edmonton, Alberta, June 10, 1958, being apprised of the contents of the telegram concerning financial aid to universities sent to the Prime Minister of Canada by the National Conference of Canadian Universities at its Annual Conference, June 5-7, 1958, supports and adopts the contents of telegram and urges the Government of Canada to implement the requests contained therein at the earliest possible moment." *Carried.*

*TEXT OF NCCU TELEGRAM  
TO RT. HON. JOHN DIEFENBAKER*

The National Conference of Canadian Universities, consisting of some three hundred members and observers representing the universities of Canada at its annual conference in Edmonton, Alberta, June 5-7, 1958, unanimously adopted the following resolution and instructed the President and Officers of the Conference to present it to the Prime Minister and Government of Canada at the earliest possible moment.

The universities of Canada, and the men and women they have trained, are making an invaluable contribution to this country. There is an urgent and growing need for such men and women in all aspects of our life, to develop our economy and maintain our defence. The number of young Canadians who want and ought to have a university education is growing rapidly. The universities of Canada are desperately short of funds with which to meet increasing operating costs and the costs of new buildings and equipment they need.

Realizing how true and how important to Canada these facts are, and remembering that responsible members of the Government, with the approval of the Prime Minister, promised before the election substantial aid to the universities, and knowing further that the government and members of parliament are deeply interested in the welfare of our universities, we urgently request the Government :

(1) To double the federal grants-in-aid now made to the universities of Canada ;

(2) To provide financial help towards capital expenditures for departments in the physical and biological sciences, and low-interest loans to assist in building student and staff residences similar to the

loans made for these purposes by the government of the United States of America;

(3) To provide additional support for scientific research and for graduate studies within the universities;

(4) To consider some modification of the formula under which operating grants are paid in order to bring the amount per student in all institutions to at least what would otherwise be the average.

#### *REPORT OF THE C.A.U.T. NOMINATING COMMITTEE.*

Professor H. W. McCready reporting for the Nominating Committee, composed of Professors V. C. Fowke (Saskatchewan) Chairman; P. Dansereau (Montreal); H. W. McCready (McMaster), presented the following nominations for the Executive Offices of the C.A.U.T. for 1958-59:

For President: Professor Clarence L. Barber, Manitoba, Economics.

For Vice-Presidents: Professor James H. Aitchison, Dalhousie, Political Science; Professor Maurice L'Abbe, Montreal, Mathematics; Professor Herbert B. Collier, Alberta, Biochemistry.

For Secretary: Professor George H. Boyes, Manitoba, Adult Education.

For Treasurer: Professor Leonard H. Shebeski, Manitoba, Biological Science.

There being no further nominations, it was moved by Professor P. Smith (Saskatchewan), seconded by Professor Counsell (McGill), that the report of the Nominating Committee be adopted. *Carried.*

*AFFILIATIONS.* Professor McCready reported that requests for affiliation with the C.A.U.T. had been received from: Mount Allison University Faculty Association, and Lakehead College Faculty Association.

Professor McCready stated that both the Mount Allison Faculty Association and the Lakehead College Faculty Association have forwarded a list of officers and several copies of their constitution and have complied with all formal requirements for affiliation.

It was moved by Professor Fraser (Acadia), seconded by Professor Pitt (Memorial), that the request of the Mount Allison Faculty Association for affiliation with the C.A.U.T. be granted. *Carried.*

It was moved by Professor Myers (Toronto), seconded by Professor O'Brien (Sir George Williams College), that action on the

application of the Lakehead College Faculty Association for affiliation with the C.A.U.T. be deferred until the whole question of affiliation of Junior Colleges can be given further study; and that the members of the Lakehead College Faculty Association be encouraged to join the C.A.U.T. as individual members at the present time. *Carried.*

Professor McCready reported that President Thompson of the University of Saskatchewan has invited the C.A.U.T. to hold its June, 1959 meetings at the University of Saskatchewan as part of the 1959 Conference of Learned Societies.

*SECRETARY'S REPORT.* The secretary reported that the C.A.U.T. membership now totals 3,400 in twenty-six affiliated faculty associations. The secretary stated that he was in touch with representatives of: The University of Ottawa Faculty Association, which has indicated that it will consider the question of affiliation with the C.A.U.T. this fall; The University of Sherbrooke; St. Joseph's University; Nova Scotia Technical College; Royal Military College.

*TREASURER'S REPORT.* Professor McIvor presented the treasurer's report. To save space, we summarize the report as follows:

#### STATEMENT OF SURPLUS

(for the period November 1, 1957 to May 20, 1958)

Surplus, November 1, 1957 .....		\$6,012.51
Addition to Surplus, Nov. 1/57 — May 20/58:		
Total Receipts .....	8,777.32	
Total Disbursements .....	4,524.76	4,252.56
	<hr/>	<hr/>
SURPLUS, May 20, 1958 .....		\$10,265.07

It was moved by Professor O'Brien (Sir George Williams College), seconded by Professor P. Smith (Saskatchewan), that the executive officers of the C.A.U.T. be instructed to make a survey of fringe benefits in Canadian Universities. *Carried.*

Mr. R. D. Mitchener (D.B.S.) reported that the median salary of university teachers in the U.S.A. was approximately the same as in Canada. Mr. Mitchener stated that the 1957-58 Dominion Bureau of Statistics survey on salaries and employment in Canadian universities and colleges would be published next July, and invited local associations to write D.B.S. for a copy. He also reported that this survey indicates that female university teachers are paid less and occupy lower ranks than male university teachers with similar qualifications and experience.



It was moved by Professor Stewart (Waterloo), seconded by Professor Packer (United) that the secretary of the C.A.U.T. send to administrative officers and such other persons as the local associations may suggest, the recommendation of the C.A.U.T. that fees for summer school and other similar work, be paid to university teachers in two cheques: the first to cover expenses incurred in performing this work, including travelling expenses and maintenance costs; the second cheque to cover the remaining fees, and alone to be used for income tax purposes. *Carried.*

*N.C.C.U. Research Department.* Professor McCready invited Dr. E. F. Sheffield, newly appointed Research Director of the N.C.C.U., to speak to the meeting about research projects he plans to undertake. Dr. Sheffield reported that the Carnegie Corporation has provided the N.C.C.U. with \$100,000 for research on higher education in Canada. Dr. Sheffield stated that \$25,000 would be used by a committee consisting of Professor F. Stiling, chairman (U.W.O.) and Professors R. S. Harris (Toronto), A. Tremblay (Laval), G. Grant (Dalhousie), W. L. Morton (Manitoba), F. Leddy (Saskatchewan), to prepare a history of higher education in Canada, and that the remaining \$75,000 of the Carnegie grant would be used for his own research which would involve:

(i) compiling a documentary library on higher education in Canada;

(ii) preparing local reports;

(iii) publishing a newsletter;

(iv) preparing a systematic presentation of the individual and collective needs of universities, mainly for the use of provincial governments and federal governments;

(v) making a study of the problems of staffing universities, with specific reference to such questions as: Where do teachers in Canadian universities come from? Where do they go when they leave the University? Why do they leave? How many leave? From what fields of study do they leave? What is the extent of the native source of Canadian university teachers?

(vi) making a study of pension plans.

(vii) making a survey of fringe benefits.

*From each according to his means:*

A sliding scale for local dues has been established by the McGill Association with effect from Sept. 1st, 1958. These fees will be: Lecturers \$6.00; Ass't Profs. \$8.00; Assoc. Profs. \$10.00 and Full Profs. \$12.00.



# Group Insurance

is a valuable part of any employee benefit program.

Those who enjoy the security of Canada Life Group Insurance know that they have the experience of the oldest Canadian life insurance company working on their behalf.

*The* **CANADA LIFE**  
*Assurance Company*

## **QUALITY PRESS Limited**

**A COMPLETE PRINTING  
SERVICE**

- BOOKS
- MAGAZINES
- CATALOGUES

**1030 ST. ALEXANDER ST.  
Tel. UNiversity 6-1811  
MONTREAL**



## *New Books* ***Of Special Interest Today***

### **TWELVE MODERN FRENCH-CANADIAN POETS**

Translated by G. R. Roy. A parallel anthology of twentieth-century French-Canadian poems and their English translations. The poetry of this period has hitherto not been readily available. The author, a distinguished French Canadian, is at present in Paris on a Canadian Government overseas scholarship. \$3.50

### **HURT NOT THE EARTH**

By E. Newton-White. This outstanding book shows where Canadians have failed to conserve "live" resources which are the underlying basis of prosperity.

"I have not read anything on conservation since 1950 that has excited me as much." — John Irving. 35 drawings by Thoreau MacDonald. \$4.95

### **THE RYERSON PRESS**

**299 QUEEN STREET WEST  
TORONTO 2-B, CANADA**

# Life Insurance Rates REDUCED!

TIAA continues to be your best buy for family protection.

*For example . . .*

a premium of \$11.40 a month buys \$20,000 of 10-Year Term Insurance for a man 33 years of age. The net premium, after annual dividend, averages only \$7.16 monthly for this \$20,000 policy, based upon the factors used in determining TIAA's 1958 dividend scale. Dividends, of course, are not guaranteed.

Any staff member of a college, university or private school is eligible to apply for the many low-cost plans available.

*TIAA employs no agents. No one will call on you.*

*Ask for details*

TEACHERS INSURANCE  
AND ANNUITY  
ASSOCIATION

**TIAA**

522 Fifth Ave.

New York 36, N.Y.

I'd like details on low-cost  
life insurance.

Date of Birth \_\_\_\_\_

Ages of Dependents \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Employing Institution \_\_\_\_\_